

**WASHINGTON STATE HUMAN RIGHTS COMMISSION
SPECIAL MEETING OF
September 30, 2005**

**Conference Call
Olympia, WA**

MINUTES

ATTENDANCE

Commissioners: Ellis Casson, Commission Chair Pro Tem; Dallas Barnes; Deborah Sioux Cano-Lee; and Jerry Hebert. A quorum was present.

Staff: Marc Brenman, Executive Director; Tanya Calahan, Executive Assistant to the Commissioners; and Sharon Ortiz, Operations Manager.

Guest: No guests were present.

(Audio tape one - side one)

OPENING AND WELCOME

Commissioner Casson called the meeting to order at 12:30 p.m.

CASE CLOSURES

The Commissioners discussed several cases before them for approval.

Regarding the no reasonable cause finding for Schaffer v. Dairy Queen, Commissioners Hebert and Lee asked about the alleged hostile work environment. Executive Director Marc Brenman recommends that the agency send a Technical Assistance Advisory letter to the respondent even though it is out of business. Commissioner Hebert expressed concern that this case did not result in reasonable cause and that the work environment was hostile. He and Commissioner Lee agreed that because of the age of the case, staff would have difficulty locating witnesses.

Commissioner Hebert then made a motion to approve the case closures. Commissioner Cano-Lee seconded the motion. MOTION CARRIED.

ADJOURN

There being no further business, the meeting adjourned at 12:55 p.m.

Respectfully submitted,

Tanya Y. Calahan
Executive Assistant to the Commissioners